



**RCA  
CITY OF AUSTIN  
RECOMMENDATION FOR COUNCIL ACTION**

**AGENDA ITEM NO.:** 7  
**AGENDA DATE:** Mon 09/12/2005  
**PAGE:** 1 of 1

**SUBJECT:** Adopt a resolution amending the Personnel Policies to provide for alcohol and drug testing required by Federal Aviation Administration regulations for certain Emergency Medical Services Employees assigned to STAR Flight; and to allow for enhanced service incentive pay.

**Adopt AMOUNT & SOURCE OF FUNDING:** N/A

**FISCAL NOTE:** There is no unanticipated fiscal impact. A fiscal note is not required.

**REQUESTING DEPARTMENT:** Human Resources

**DIRECTOR'S AUTHORIZATION:** Vanessa Downey-Little

**FOR MORE INFORMATION CONTACT:** Cathy Rodgers, Assistant Director, 974-2631; Kim Peterson, Employee Relations Manager, 974-3310

**PRIOR COUNCIL ACTION:** N/A

**BOARD AND COMMISSION ACTION:** N/A

**PURCHASING:** N/A

**MBE / WBE:** N/A

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The Director of Human Resources requests the following changes in the Personnel Policies:

**Chapter A, Non-Civil Service employees:**

Revision will authorize alcohol and drug testing for Emergency Medical Services employees who must be tested in compliance with Federal Aviation Administration (FAA) standards. EMS employees who will be tested are those assigned to STAR Flight and who are placed under the supervision of the STAR Flight pilot. The alcohol and drug testing mandate now applies to STAR Flight personnel because STAR Flight is implementing a Night Vision Goggle (NVG) Program that will dramatically improve safety for night flights and is widely recommended for EMS helicopter operations. Since STAR Flight medical crew members will be using the goggles, FAA requires that these city employees undergo alcohol and drug testing. STAR Flight pilots are Travis County employees and Travis County has agreed to administer the drug testing requirements as part of their current testing program for county employees. The City will not be back charged for related expenses since Travis County funds the entire STAR Flight program. Currently fewer than 15 City EMS employees are subject to the FAA drug testing regulations.

In addition, this Resolution adds language to the personnel policies to implement the Service Incentive Pay enhancement approved in the FY 05-06 budget. The cost of this enhancement is included in the proposed budget. Additional service incentive pay enhancements may be provided when authorized by the City Council.

The Director of Human Resources recommends this change in order to:

- Comply with FAA standards for testing EMS employees subject to FAA regulation
- Implement the Service Incentive Pay enhancement included in the FY 05-06 Budget

**Total Number of Attachments:** 1 (Council Resolution)